

October 2023

PCC

CHEM NEWS

Newsletter of the PCC Rokita Capital Group and affiliated companies

• **The colorful world of paints**
PCC Group's new virtual studio

Recycling label waste
with the RafCycle[®] service



PCC CHEM NEWS

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Typesetting:

Hiram Advertising Agency
www.hiram.pl

Publisher: PCC Rokita SA, seated at ul. Henryka Sienkiewicza 4, 56-120 Brzeg Dolny, entered into the Register of Entrepreneurs kept by the District Court for Wrocław – Fabryczna in Wrocław, 9th Commercial Division of the National Court Register (KRS) under number: 0000105885, Tax Identification Number (NIP): 9170000015, National Business Registry Number (REGON): 930613932, BDO 000052553, share capital PLN 19,853,300.00, paid in full.

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Lubricant Expo 2023

Another edition of Lubricant Expo 2023 Trade Fair and Conference, held on 26–28 September in Essen (Germany), is behind us. It is the largest and most important industry event in Europe, that each year is attended by many companies and institutions operating in the field of production and sales of metalworking fluids and lubricants for industry.

This year, the event featured a number of exhibitors who presented the latest developments in the field of industrial lubrication processes. The visitors also had the opportunity to learn about the latest innovations in the field of innovative products and modern technologies and solutions to improve the efficiency and reliability of production processes. Importantly, a concern that was addressed very frequently, particularly during the conference, was sustainability and thus technologies to reduce the adverse environmental impact.

One of the many leading market players at the event was also the PCC Group, which presented a very wide range of products dedicated to the industry. Our booth and products attracted the interest of both existing and potential customers, suppliers of raw materials, and representatives of institutions and industry organisations. The numerous meetings during Lubricant Expo provided a great opportunity to strengthen our business relationships and establish new business contacts.

Therefore, we extend our sincere thanks to the clients, suppliers, and other Lubricant Expo participants we had the pleasure of hosting at our booth. We express great gratitude for the fantastic atmosphere, fruitful meetings, and willingness to share their knowledge and experience with us. Every meeting was of great value that we will nurture for the further dynamic growth and development of our companies and the lubricant and metalworking fluid industry at large.

With sincere greetings,
Marketing Department
PCC Group



pcc
Group

PCC Group Product Portal

Over 1300 products and chemical formulations for industry

Find our new multimedia tools!
www.products.pcc.eu

The Colorful world of paints

– PCC Group’s new virtual studio.

According to historians, the first synthetic dye was obtained in 1856 by William Perkin. He invented purple mauveine, which came to existence as a result of a reaction involving the main impurity present in aniline. The creation of this dye was a pure accident, as it came to be as a by-product during an attempt to synthesise quinine. Perkin turned out to be a very lucky man, as his discovery not only brought him a huge fortune, but also initiated the dynamic development of the dyeing industry. Today, we can enjoy countless numbers of paint and varnish colours, the ingredients for which are offered by the production companies of the PCC Group.

Thanks to the raw materials and chemical additives produced in our installations, paint and coating producers can offer their customers a huge variety of

colours, professional decorative solutions and industrial coatings.

To better present the PCC Group's offer for the paints and varnishes industry, a dedicated showroom in the form of a multimedia gallery has been created, and it can now be viewed using a phone, tablet or computer. Here you will find both ready-made paint and coating preparations, as well as proposals and descriptions of chemical raw materials contained in various dye formulations.

Marketing Department
PCC Group



Come take a look at the PCC Group's virtual space!



Andiamo *in Italia!*

After a short break devoted to focusing on Ukraine, it came time for new directions for PCC Intermodal network development.

The decision was not easy, we were drawn to France and Spain, allured by Hungary and Austria, and enticed by Romania, but in the end, having analysed all the pros and cons at the time, we settled on Italy.



In July, the first intermodal PCC Intermodal trains started operating in the southern corridor. In August, the trains ran regularly, and in September we already had a border timetable! We started slow, with one regular connection a week. The partner terminal that joined our network is the intermodal hub – dry port – of Interporto in Padova.

The tests went very well, the first customers were satisfied, and more orders are coming in. In terms of machinery, we are ready to travel to/from Italy even every day!

Just like Italy today, years back (in 2005), the idea of intermodal was once introduced into the PCC structures. Back then, we

started with one train a week that connected Brzeg Dolny with the terminal in Świnoujście.

Now, after 18 years, PCC Intermodal organises on average over 6,500 container trains every year, including such outside Polish ports: to Germany, the Netherlands, Belgium, Ukraine and Italy!

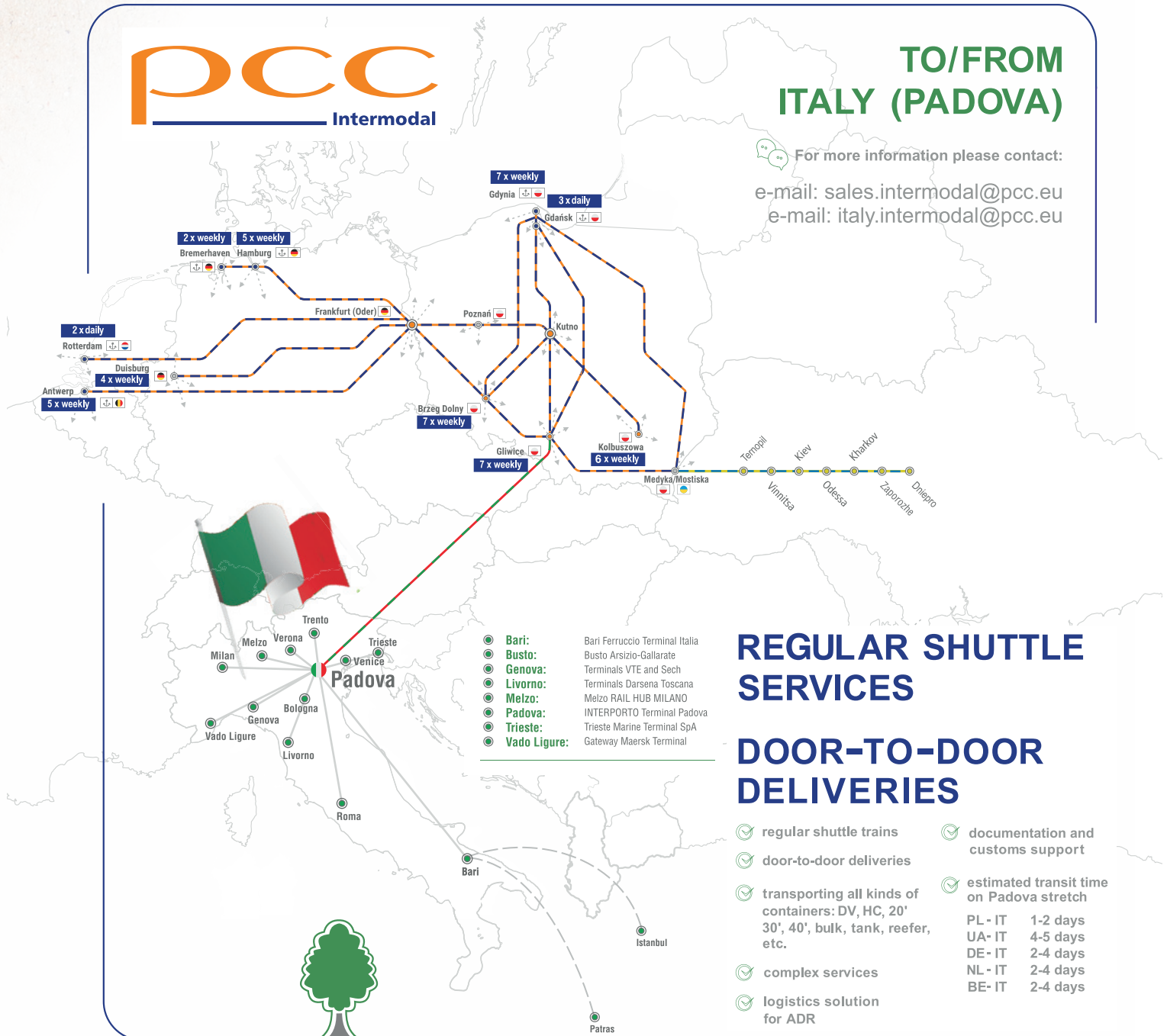
PCC Intermodal



TO/FROM ITALY (PADOVA)

For more information please contact:

e-mail: sales.intermodal@pcc.eu
 e-mail: italy.intermodal@pcc.eu



REGULAR SHUTTLE SERVICES

DOOR-TO-DOOR DELIVERIES

- ✓ regular shuttle trains
- ✓ door-to-door deliveries
- ✓ transporting all kinds of containers: DV, HC, 20' 30', 40', bulk, tank, reefer, etc.
- ✓ complex services
- ✓ logistics solution for ADR
- ✓ documentation and customs support
- ✓ estimated transit time on Padova stretch

PL - IT	1-2 days
UA - IT	4-5 days
DE - IT	2-4 days
NL - IT	2-4 days
BE - IT	2-4 days

Cosmetic "Formulation Zone"

*- a new online tool for
the cosmetics industry.*

According to Cosmetics Europe, in Europe, there are over 7,000 small and medium-sized enterprises producing cosmetics. The largest number of such producers operate in France (1,173), Poland (733) and Italy (667). These companies drive innovation and growth throughout the economy, providing work for several million people. It is a developing sector of the European economy that drives innovation.



Watch
a VIDEO



Taking into account, among other things, the needs of the cosmetics sector of SMEs in Europe and around the world, we have created in the PCC GROUP a new multimedia tool called "FORMULATION ZONE."

Our Formulation Zone is a virtual space where examples of the use of chemical raw materials and cosmetic additives produced on the installations of PCC GROUP companies are presented. The options of ready-made formulations include items based on, among others, raw materials of natural origin that are highly biodegradable, free from GMOs, allergens or nanomaterials, or can be used in vegan products.

Today, our users can choose from over 100 options based on sustainable raw materials developed by the best of experts, including: bath gels and liquids, shampoos, balms and many other cosmetic products for women, men, children and infants.

Soon, our formulation zone will feature options for other industrial sectors.

Marketing Department
PCC Group



Visit PCC Group's cosmetic "Formulations Zone"!



Product Portal for Ukraine

In August this year, we launched a new language version of the PCC Group Product Portal. From now on, our neighbours from Ukraine can use all the resources of the PCC Group Product Portal in their own native language.



This is already the 17th language version of our search engine. In addition to Ukrainians, Swedes, Czechs, Slovaks and the French, the resources of the Product Portal can also be viewed in their native languages by Italians, Koreans, Malaysians, Spaniards, Thais, and Turks as well as the Dutch and the Portuguese. In the case of the above nationalities, the language versions of our product platform are available through automatic translation. The standard, fully translated versions come in Polish, German, English and Russian.

Our Product Portal changes based on current statistical analyses, market trends in individual industries, the evolution of the chemical market and the profiles of users looking for raw materials and chemical products. Following such analyses, we plan further development of our product platform and introduce new features that come useful to our users. Today we know that they come from 231 regions of the world (countries, areas or territories) and speak 700 languages and dialects.

Marketing Department
PCC Group



FOLLOW THE TREND

Recommend

Recruit friends to work at PCC
and earn yourself a bonus



TIME

FOR

REACTION

3000 PLN
leadership
positions

2000 PLN
operators,
specialist
positions

1000 PLN
positions without
previous
experience

How does this work?

Just send the form, CV, and consent to the processing
of personal data to: rekomendacje@pcc.eu

The documents are available on the Pracownik PCC platform,
or in the HR Department in **building G-1, room 6a**

**Recommend a new colleague
and get a bonus!**



PCC CONSUMER PRODUCTS KOSMET

Recycling label waste with the RafCycle® service

The problem of waste is estimated to have reached global proportions. It negatively affects our environment, with linear use of materials further deepening the climate crisis. Today, as the conversation about ecology intensifies and regulations on sustainable development are being consistently tightened up, it is important to introduce practical recycling solutions that have a positive impact on the climate.

RafCycle® by UPM Raflatac is a proprietary label liner recycling service designed to achieve complete circularity. It introduces a circular economy into labelling, thus giving new life to label waste, which is so often overlooked by many brands. RafCycle helps you make better use of these valuable raw materials, even as part of a circular solution where waste is used to produce new label materials.

PCC Consumer Products Kosmet Sp. z o. o. has been using the RafCycle recycling service since 2019 and is one of the TOP 3 suppliers of label liners out of 350 partners around the world. Through participating in this programme, used paper liners can be desiliconised and processed into pulp and then into paper.

Natalia Kosin
Marketing Specialist
PCC CP Kosmet



**PCC Consumer Products Kosmet
has recovered liner waste
equivalent to**

**2,5 thousand
trees!**

Interesting fact:

Recycling 100 tons of paper spacers (to give a scale reference, PCC CP Kosmet donated as many as 194 tons between the year 2019 and July of 2023) allows us to obtain 75 tons of cellulose pulp. This can be used to make approx. 125 tons of magazine paper, which can be recycled multiple times, keeping it in circulation longer (625,000 magazines in total). Thanks to this, 1,300 trees (0.24 m³ on average) can be used for other purposes.

These huge achievements of PCC Consumer Products Kosmet have resulted in the company being awarded a certificate by Ms Izabela Antczak - Packaging Solution Manager at UPM Raflatac, presentation of which took place at the company office.

The Chemist Technician programme: *successful reactivation!*



Along with the beginning of last September, 22 students have started school in the Chemist Technician class at the Vocational School Complex in Brzeg Dolny. This is not only a step towards deepening their chemical knowledge, but also a chance to gain practical skills and experience in cooperation with the PCC Group!

This is a special moment – for years, the Technical Secondary School of Chemistry educated young chemists who later embarked on their professional adventure at PCC. To this day, many of their graduates successfully continue their careers in the Group's companies. Now, fully determined, we're returning to this tradition to welcome new generations to our company! The reactivation of the Technical Secondary School of Chemistry has become a fact! For both the School and the PCC Group, it constitutes an exceptional opportunity to indicate development paths and jointly invite pupils to take the fascinating journey through the world of chemistry.

The key goal of this undertaking is to combine theory with practice, which will be possible by gaining knowledge not only in the classroom, but also in our company laboratories and production plants!

For students in the Chemist Technician programme, the PCC Group has prepared a wide range of benefits, including: scholarships, Multisport card, but also the opportunity to undergo internships in laboratories, substantive support for employees, the possibility of doing apprenticeships and internships... and, above all, **PROFESSIONAL PROSPECTS!**

After all, this is a great opportunity for young people to get a good start to their career in the PCC Group. Practical classes in school and PCC laboratories will provide a solid basis for further education and professional development in the field of chemistry.

We wish all our students much success and look forward to meeting them!

Karolina Ławecka
HR Business Partner
PCC Group



TWI - Development of managerial skills

Training Within Industry



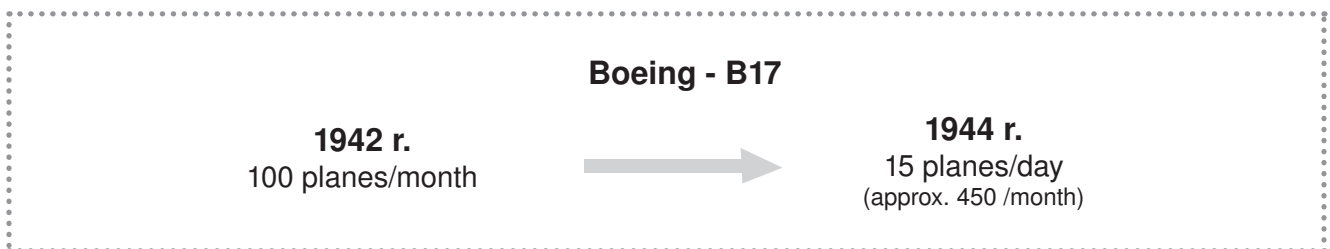
Origins of TWI – How was TWI created?

The TWI programme was developed in the United States during World War II. Its creation resulted from a lack of sufficiently educated staff, as men had been sent to fight on two fronts (in Europe and the Pacific). At the time, there was a significant increase in demand for machinery and equipment

needed for combat, so new workers were being employed, mostly women without appropriate qualifications. That is why the Americans developed a work standardisation and development programme for employees called Training Within Industry.

The purpose behind TWI was to rapidly develop new talented production staff to ultimately achieve growth in:

- productivity,
- quality,
- work safety.



The Implementation of the TWI program in American industry brought many benefits and contributed to victory in World War II. At that time, 600 production companies took part in the programme. Here are the data, facts and figures:

- 100% of the participating companies reduced new employee training time by 25% or more;
- 100% of the companies reduced complaints by over 25%;
- 88% of the companies reduced labour intensity per product by 25% or more;
- 86% of the companies increased productivity by 25% or more;
- 55% of the companies reduced shortages by over 25%.

The TWI programme consists of four basic modules:

- **TWI IP – instructing employees according to the standard**

teaches how to quickly and effectively train employees so that they can perform their work properly, safely and, above all, consciously.
- **TWI RP – building good relationships with employees**

teaches how to build positive relationships with employees and supports the problem-solving process.
- **TWI MP – improving work methods**

teaches how to improve the work performed by employees
- **TWI BP – improving work safety**

teaches how to prevent accidents.

Advantages of introducing TWI in the company:

For employees:

- ✓ Helps one understand the company's mission.
- ✓ Creates a bond between the employee and the company.
- ✓ Assists in building a good relationship with the employer.
- ✓ Helps one achieve a good result at work.
- ✓ Gives a sense of security.
- ✓ Motivates one to work and take action.
- ✓ Develops job satisfaction.
- ✓ Integrates employees.

After World War II, the TWI programme was used by Toyota and became an integral part of the Toyota Production System (TPS). It was the foundation for creating a management culture based on continuous improvement and teaching. To this day, the methods stemming from this programme are still used in their original form. Training Within

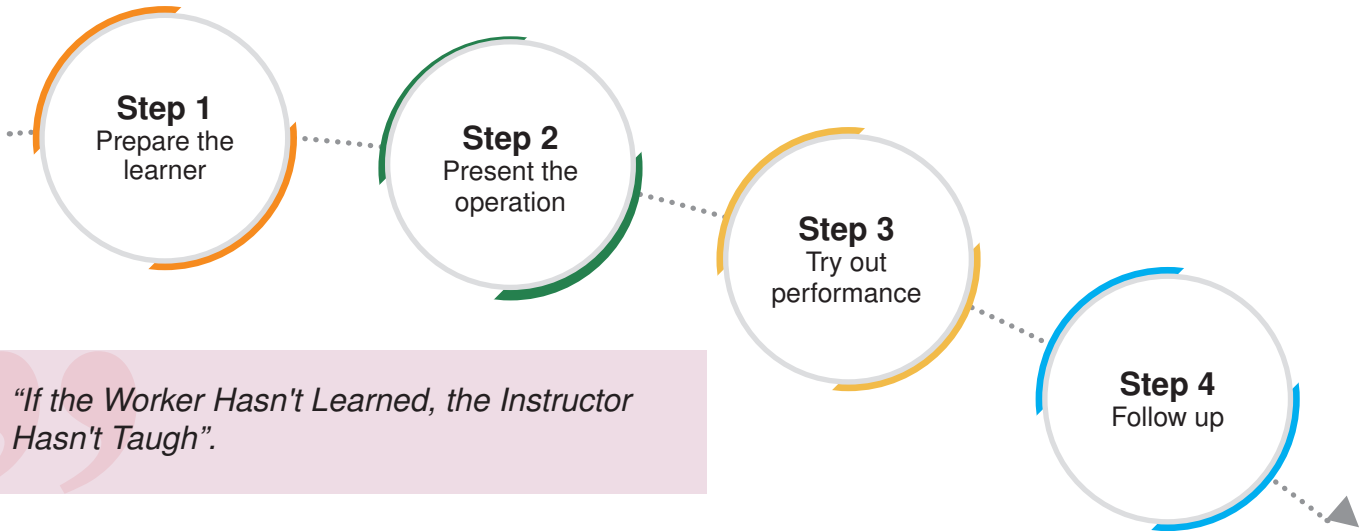
For employers:

- ✓ Increases the quality and effectiveness of employee training.
- ✓ Reduces new employee training time.
- ✓ Increases work safety.
- ✓ Improves work methods.
- ✓ Improves relations with employees.
- ✓ Raises the awareness of employees at all levels.
- ✓ Increases company efficiency.
- ✓ Reduces the number of complaints and the level of shortages

Industry is the starting point that needs to be considered when implementing the Lean Management philosophy.

Joanna Baranowicz
Koordynator ds. Lean
PCC Rokita

The 4-Step Method of the TWI JI (Job Instruction) programme



Steps of Job Instruction

To-do list for the instructor

1. Prepare the learner Explanation

- ✓ create a relaxed atmosphere – stress creates a communication barrier,
- ✓ define the job, explain the work instructions, say and show with an example what the employee is to do,
- ✓ find out what the learner can do; ask them whether they have ever performed this or similar work,
- ✓ get the learner interested in what you will be teaching them,
- ✓ set the learner in the appropriate position,

2. Present the operation Demonstration

- ✓ 1st presentation – clearly separate each major step,
- ✓ 2nd presentation – highlight every pointer,
- ✓ 3rd presentation – explain the reason behind the pointer,

3. Try out performance Imitation

- ✓ the learner performs the job – correct mistakes,
- ✓ the learner performs the job – emphasises each major step,
- ✓ the learner performs the job – highlights pointers,
- ✓ the learner performs the job – explains the reasons behind given pointer,

4. Follow up Practice

- ✓ leave the learner alone,
- ✓ indicate who to go to for help,
- ✓ monitor the situation,
- ✓ encourage questions,
- ✓ gradually reduce supervision.

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A few considerations on the *body's defences* and the prevention of diseases

Nature around us is changing. This gives us a clear indication that our environment is getting ready for a new stage – a new season. The green of the leaves gradually darkens, some of them start to wither, and the hard fruits ripen. The cycle of the year is nearing its end, and everything gets ready to take a rest, to adjust to a slower pace.

Late summer and early autumn are the time when the last crops are harvested, and stocks are prepared for the winter. The power of the sun weakens, and soon temperatures will fall, accompanied by stronger winds and more frequent rain.

Observing what happens in nature is always worth its while, as it shows us the rhythm to which we, as humans, are subject as well. If we live in accordance with its rules, it will be a lot easier to

keep our immune system in good shape. In this article, I would like to take a look at a few aspects that we tend to overlook or even deliberately ignore, but which can easily become the cause of illness. So, what should we watch out for?

1. Rest and sleep

As everything around us adjusts to a slower pace, so should we – and reduce our pace in autumn in winter. Of course, this does not mean we should spend the whole day on the sofa, but we should plan our activities according to the circumstances and not rush anything. Moreover, traditional Chinese medicine (TCM) tells us that it is important to get the right rhythm of sleep: After 9 pm we should calm our body down, stop the carousel of thoughts, put aside devices that emit so-called blue light, and let the day come to a close. The optimum would be to fall asleep before 11 pm.

Of course, there will be events and situations that „take the night away“ from us, but it's important that this should

not be the rule, but an exception. Sleep is the only state that allows an important group of inner organs to regenerate properly. But above all it's the time for a so called „immune system scan“ when the body checks the compatibility of the genetic code of the individual cells – defective (foreign and mutated) cells are then destroyed. If we don't sleep at night, this process gets confused, and diseases can develop that would otherwise have been nipped in the bud.





2. Regular exercise

A crucial first exercise for our body before we even get out of bed in the morning is to stretch out properly. Stretch your legs, arms, back, neck and any other limbs that might need it. Our body knows very well what it needs – we just need to listen to it. Having stretched properly don't jump out of bed just yet – remember a good old habit from childhood and rub your eyes. This is the best massage for them, boosts their blood circulation and refreshes them. After

all, your eyes will face a lot of challenges throughout the day – be it behind the steering wheel, at the computer, using the smartphone, or reading documents. Another recommendation is to rub your whole face and the area in front of and behind your ears. This activates many important acupressure points, preparing your body for an active day.

It would be great to find some kind of physical activity that is not strenuous,

but allows you to keep your body in shape, get your circulation going and prevent stasis. It's not high intensity that counts, but regularity. How about going for a walk? After all, walking is our natural way of getting around. There are many options, but try to choose something that fits well into your daily or weekly schedule so it can turn into a routine more easily. This will be something different depending on the person.

3. Positive thinking.

Once we have had enough sleep and some exercise, we should try to focus on good thoughts and a positive attitude. Our emotions will follow along this path, because „like attracts like“. A simple, yet effective way to do this is an exercise to recognise and make us aware of what we have actually achieved. Because what we have achieved probably did not

come to us just like that. We tend to forget that, focusing exclusively on the proverbial greener grass on the other side and on what we lack, what we still want to achieve.

Why am I mentioning this in an article about the body's defences? Feelings affect the functioning of our body – our

breathing, the individual organs, and consequently also our susceptibility to diseases. Focusing on positive things changes your facial expression, opens your chest, lets you breathe more deeply and straightens your spine. It doesn't cost a thing, but be careful! You might risk to pass it on to someone else :)

4. Protection from external influences – windy and wet weather

Be prepared for a pronounced change of the weather. Soon it will be changeable, which generally means: windy. Our neck is particularly susceptible to wind. On and between our shoulder blades, on our neck and the back of our head there are regions that are particularly sensitive to wind. There is probably no-one who does not know the feeling of wind cutting through every bone. This can be

the beginning of a cold. This is why we should pay attention to adequate clothing to keep these body regions well covered in windy weather. Fans, draught, or air conditioners directing cold are to these parts of the body have a similar effect. Another factor increasing susceptibility to various pathogens entering the body would be wet conditions – so don't forget about a jacket, umbrella, and suit-

able footwear. Another potential source of moisture is poor indoor air quality. This would seem obvious but sometimes it's worth reminding of it. Talking about obvious things, one thing should not go unmentioned: the hat. A topic as old as time, and everybody knows how much heat we lose this way – but everybody has their own attitudes and aesthetic preferences. What can I say...

5. Cleansing your body – let's start from the liver.

As the seasons change, so do the functions of our body. While maybe we got slightly carried away during the summer holidays, it might be a good idea to clean up a bit now before we try to add a new quality to our bodies with a proper diet and dietary supplements. Since obviously you can't fill up a glass that is already full, we have to ensure there will be some space in it. A sufficient water intake is the first and crucial step to keep the body hydrated, which is a prerequisite for the proper func-

tioning of any process. Once we have tackled this, we can deal with our internal chemical plant – the liver. This process usually takes approximately one month. Or let's say one and a half, if someone had a really, really good time in the summer. The end of September is a good time to get started with that. Natural preparations such as milk thistle (preferably very finely ground), tea and preparations made of herbs (these are usually bitter, but the taste can be softened by adding a piece of cinnamon

bark or liquorice), or artichoke extract can help. Other methods that considerably speed up the cleansing process of the liver are warm compresses containing oil and herbs.

How can you tell that the method you chose actually works? Your body will tell you: Your sense of taste, appetite, time and quality of digestion, and also your skin will change (first for the worse, then for the better).

6. Respiration.

When we talk about cleansing the body we should not ignore the importance of breathing. This involuntary movement accounts for 70 % of the regular removal of toxins from the body. An adequate oxygen supply is crucial for the proper functioning of so many things in our body (including its defences) that it would be hard to explain, or even list them all. Obviously, it's important what

kind of air we breathe and how we do this. Taking long and deep breaths generally has a relaxing effect because it stimulates the vagus nerve. Exhaling longer than inhaling inhibits the release of adrenaline and cortisol as substances carrying the „threat – stress – fight or flight“ message. Three such deep breaths accompanied by long exhaling work impressively well. The impact of stress on

the body's defences has been discussed by so many wise people that you'll forgive me for not elaborating on this in more detail.

We should make sure that the air we breathe contains enough oxygen, and go for a walk in the forest sometimes – the air's oxygen content is even higher there.

7. Changing your diet.

The next step after the cleansing stage is „new food and drink“ for the colder weather. The key for this time of the year is to pay attention to the temperature of the food. In autumn and winter, we should provide our body with hot, cooked food and reduce the share of dry and cold dishes. Soup should be the queen of the menu. In the past, two soups per day would be eaten in a Slavic household. Another good solution are hot stews containing buckwheat and various ingredients, because they are great for warming up the body from the inside. Drinking hot drinks is just as important. This can be just water, or tea (preferably herbal tea), or a warm fruit drink. Just swap your bottle of mineral water for an insulated tumbler or a practical thermos flask. A regular warm

drink has a moistening effect on the mucous membranes of the respiratory tract. When they dry out, the risk of infections of all kinds is significantly increased. Yoghurt and other dairy products, green salads, juices and most fruits (especially citrus fruits) on the other hand have a marked cooling effect. These foods are no longer naturally available in our region at this time of the year. So, when we pay attention to the rhythm of nature, we can recognize an important principle of order in this.

But why is the temperature aspect so important? Quite simply because the body has more reserves it can use for protection against pathogens and in emergency situations if it does not need to expend energy for warming up the food. Cold

food is usually harder to digest, and the absorption of the nutrients contained in it is more difficult. Moreover, they put greater strain on the spleen where a key process for the production of lymphocytes and antibodies takes place.

And there is another key element to keeping your digestive system (especially the gut), and consequently your body's defences, in balance: the bacterial flora. The most natural source of probiotics in our region of the world is pickled vegetables. Sometimes it might be necessary to support this with special preparations, but this should be regarded as an intervention rather than a regular solution.



8. Vitamin D – substituting the sun

Unfortunately, at our latitude there is not enough sunlight between October and April to allow the body to synthesise an amount of vitamin D from chole-

sterol that would be sufficient to ensure good natural defences. The only solution here is indeed food supplements, but for this to make sense you need to

make sure they can be well absorbed by the body. An important aspect to remember in this regard is that vitamin D is fat-soluble.

9. Black cumin seed oil – strong body defences and cleansing not just for people with allergies

Olej z czarnuszki charakteryzuje duża zawartość substancji o bardzo silnym działaniu przeciwzapalnym, przeciwhistaminowym, przeciwbólowym i antibakteryjnym. Dzięki temu skutecznie pomaga przy stanach zapalnych, a także wspomaga górne drogi oddechowe. Jest bogaty w nienasycone kwasy tłuszczowe, fosfolipidy, flawonoidy oraz witaminy z grupy A, B i E. Zawiera związki mineralne, jak magnez, cynk, selen i potas. Wszystko to razem wzięte powoduje, że

regularne codzienne stosowanie oleju z czarnuszki wspomaga organizm, a dzięki temu zapobiegamy przeziębieniom i grypie. Dodatkowo można zauważyć korzyści w funkcjonowaniu układu trawiennego.

W przypadku osób mających problemy z alergiami będzie to dobre przygotowanie do nowego sezonu, bo po takiej trzy-czteromiesięcznej kuracji objawy alergiczne w nowym sezonie są istotnie

złagodzone, a u niektórych zanikają. Tutaj ważne jest działanie wyprzedzające i rozpoczęcie kuracji na przykład w grudniu. Można łączyć ten krok z terapią akupunkturą lub akupresurą, aby pożegnać się z problemem kataru siennego.

10. Vitamin C

This „sour topic“ has also been widely discussed. Unlike vitamin D, we have numerous natural sources in our food that can cover our ongoing need of vitamin C. The most important food in this respect is arguably sauerkraut, which

contains twice as much vitamin C as unpickled cabbage. For interventions, you can also rely on rosehip, sea buckthorn, chokeberry, acerola, or vitamin C in liposomal form.

I am convinced that we all know most of these rules very well, but sometimes it's good to repeat even obvious things so they will not be forgotten. Good health to you in the coming months, and stay in good shape!

Marta Kowalewska
Head of the Public Support Department
PCC Rokita



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It was my *trip of a lifetime!*

A few months ago, Paulina – an HR and Payroll Specialist at CWB Partner in Brzeg Dolny – has become known throughout the PCC community as the winner of a competition organised by the PCC SE marketing department – a win that allowed her and her husband to go on an unforgettable trip to Iceland! Paulina herself has told us all about her impressions from the competition and winning the main prize, that is, a trip to one of PCC's Europe locations.



Maciej Trubisz: Paulina, winning the competition was undoubtedly a surprise for you. But when you sent your application, deep down in your heart, were you secretly hoping that you might actually win the competition and go to Iceland?

Paulina Michalska: Oh yes.... My victory was a huge surprise to me, especially since I'd found out about the competition accidentally from a friend from HR. I had no idea what the registration deadline was, I applied at the last moment, and a few days later it turned out that... I won! I was very lucky!

M.T.: How long was your stay in Iceland and what did you see?

P.M.: We stayed in Iceland for four days. It was very intense. We had the entire trip all planned out. We spent two days in the north of Iceland, where our PCC BakkiSilicon branch is located, and two days in the southwest, where we did the so-called "Golden Circle." We saw several waterfalls, inactive volcanoes, and geysers. We also went out into the sea to see whales. We had the opportunity to visit the place where two continental plates meet and take a bath in hot springs overlooking the sea. An amazing trip!

M.T.: I have friends who have been on holiday in Iceland and later said

that it was very cold. How was it for you?

P.M.: The weather was definitely in our favour. It was beautiful and sunny for three days, with temperatures reaching 13°C (which is quite warm for Iceland). Our colleagues from PCC BakkiSilicon repeatedly emphasised that we were in luck when it came to weather. One day of our trip was cold and rainy. We were soaking wet and cold, but we persistently visited all the places we had planned to see that day and created unforgettable souvenirs in the form of photos.

M.T.: Will any of the places on the island in particular stay in your memories? Looking through your photos from the trip, I had the impression that each place is absolutely unique and beautiful.

P.M.: It's true... The whole of Iceland is beautiful. Each place was unique and made a huge impression on us. We took over 1,000 photos to be able to show everyone how beautiful it was. We will definitely remember this trip for a long time...

M.T.: You also visited the PCC BakkiSilicon plant. What are your impressions after visiting our state-of-the-art facility?



P.M.: Very positive. This was my first ever chance to see what it all looked like inside. The plant itself is quite small compared to our chemical park in Brzeg Dolny, but its location is absolutely unique – with a view of the sea.

M.T.: There are also our colleagues from Poland working there. Did you get a chance to meet them? How do they find their work there compared to that in Poland?

P.M.: Yes, I met our employees with whom I used to work in Poland. Everyone welcomed us warm-

ly. Working in Iceland is a completely different experience. Calmer. There isn't as much hurry. You can also see this peace on the streets, where no one is in a hurry.

M.T.: Did you get a chance to try any local dishes?

P.M.: Yes, during dinner with employees from PCC BakkiSilicon, we tried lamb and a fish soup – I'm actually quite picky when it comes to new flavours, but I must admit that it was very good.



M.T.: Do you think you could move to Iceland and work there?

P.M.: A difficult question... Although, while still in Iceland, it did cross my mind that I would like to stay there – the view from the office window to the ocean is something amazing.

Once again, on behalf of the competition organisers, congratulations on winning!

Maciej Trubisz
Editorial Team



A stroll around

Polanica-Zdrój

I went on a weekend trip to Polanica-Zdrój and was truly surprised with how many interesting places I discovered there.

Located where the Bystrzyckie and Stołowe Mountains meet the Kłodzko Valley, Polanica-Zdrój is – in my opinion – one of Lower Silesia's most beautiful towns. Wonderfully surrounded with mountains and offering a wide range of interesting places to visit, the town is a must-see.

Although getting there from Brzeg Dolny is a two-hour drive, the road is easy – but still, you have to be careful as the national road number 8 is not famous for being the safest road in Poland.

Polanica itself is an extremely charming town with a beautiful Spa Park in the centre (an area of almost 13 hectares). It was founded in 1906, and you can clearly see the numerous investments that the town's made to keep it in its very good condition.

What impressed me the most was the promenade that goes from the well-room to the Adam Mickiewicz monument. During the day, the promenade is frequently visited by tourists coming to Polanica on one-day trips, but also by numerous residents who come to Polanica for rehabilitation stays.

A little tip for those who like peace and quiet when in crowded places. I decided to get up early that day and had a nice walk along the empty promenade, which is really impressive. Although the park itself is full of many plant and tree species, the landscape is greatly influenced by architectural objects. Here, it is worth mentioning, first and foremost, the New Spa House "Wielka Pieniawa," the wooden concert hall located next to it, and of course, the Mineral Water well-room.

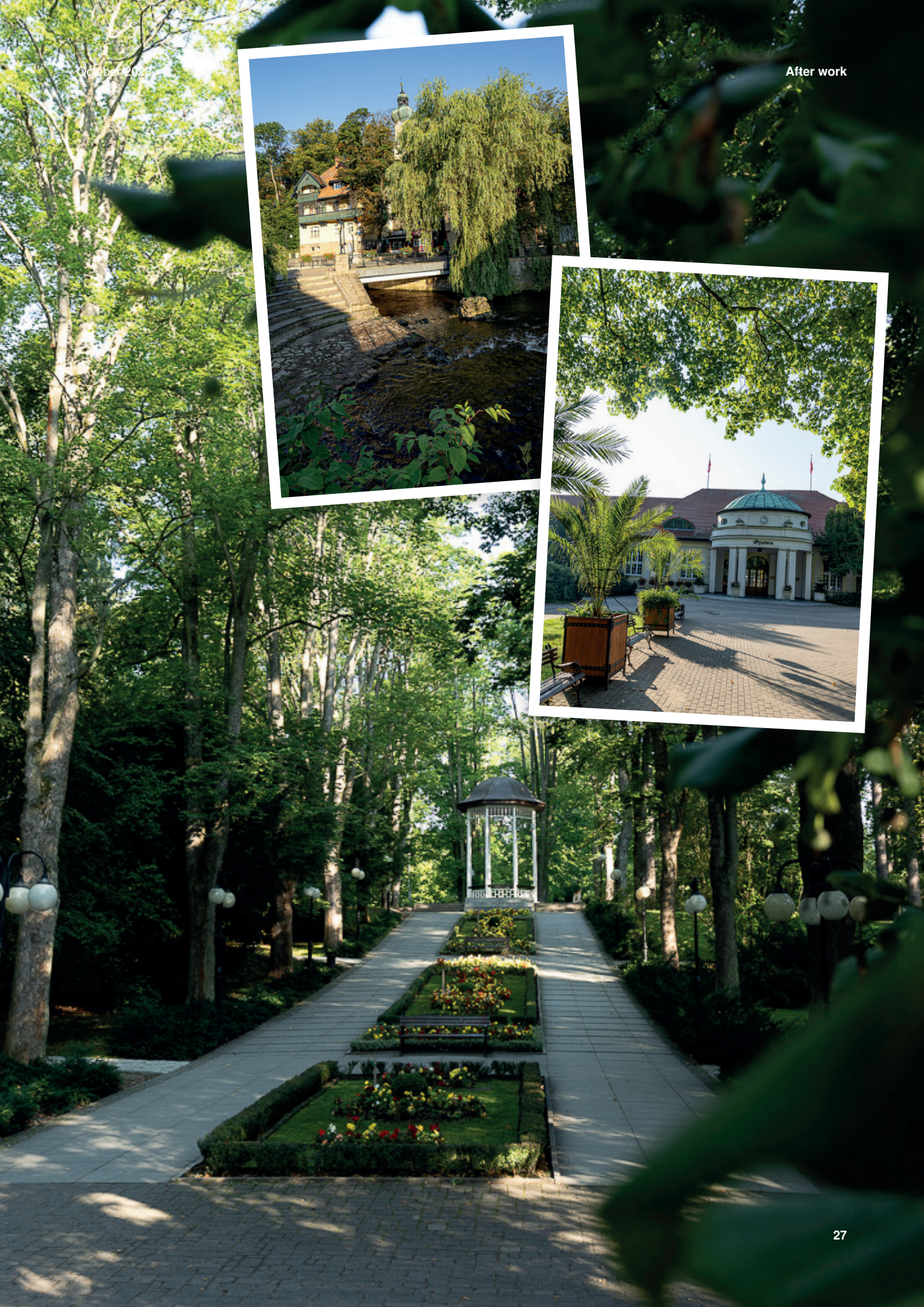
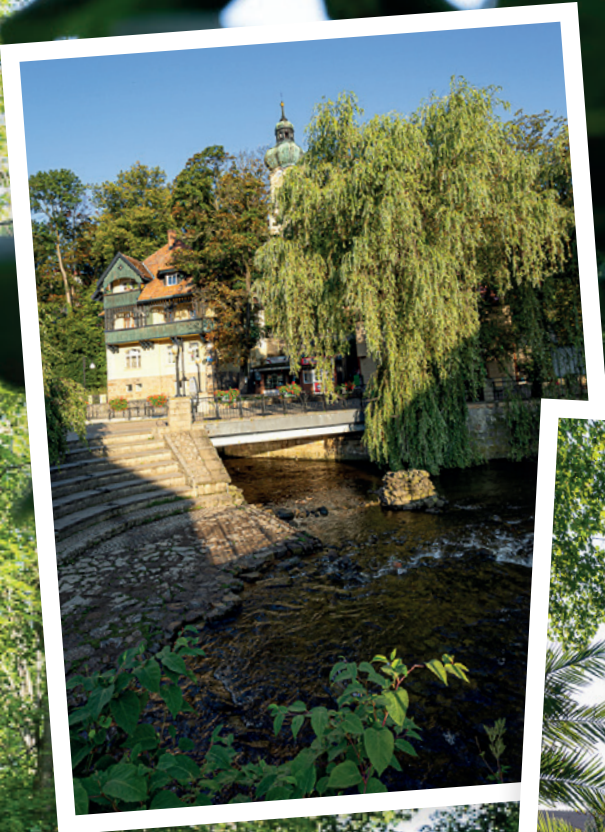
Walking further on, you will reach Bystrzyca Dusznicka, along which there is a beautiful walking trail leading to a toboggan run, and from there you can go up the walking trail to a beautiful forest viewpoint of Polanica. Forest walk enthusiasts will definitely appreciate this forest – one of the most beautiful forests I've seen in Lower Silesia. The trails are very well marked (although short), and you can set Piekielna Góra as your walking destination and then return to Polanica from the other side.

Polanica-Zdrój is definitely a place you can visit all year round. Each season of the year will undoubtedly be unique there. In the upcoming winter, the snow-covered town will certainly become even more charming, but above all Polanica will be a good base for trips to the nearby slopes in Zieleniec or Czarna Góra.

I recommend visiting Polanica in autumn! I'm convinced the colours of Indian summer will look absolutely amazing there.

Maciej Trubisz
Editorial Team





A city where day turns into night without anyone noticing

If there are cities in the world that never sleep, New York is definitely one of them. Last summer I managed to visit New York for a few days, or to use its official name – The City of New York.

Of course, the most convenient and fastest way to get to New York is to take a direct flight from Warsaw. The flight takes about 8.5 hours. Although this is not the cheapest solution, as flights with transfers may be cheaper, for me – somebody who has already been on almost 800 flights – the shorter the flight, the better.

I reached the city at night. Although boring at first, especially after spending a lot of time in traffic jams, at some

point, coming out of a tunnel, the way from the airport brings us to a beautiful panorama of the city, getting us closer and closer to it by the moment. Kilometre by kilometre, the number of buildings I pass by increases, density increases visibly, until I reach the centre of NYC, which welcomes me with countless city lights.

Despite being extremely tired from the journey, I leave my things at the hotel and head to Times Square! I'd always wanted to visit this place as it is undoubtedly one of the busiest pedestrian streets in the world (although I could find a few other comparisons to other metropolises around the world). It is estimated that approx. 330,000 people pass through Times Square every day, but interestingly, on New Year's Eve, up to 1 million people can watch the famous Ball Drop! At night, thanks to the all-surrounding billboards and electronic displays, this place looks like no other. This place gathers people from all over the world,



creating a cultural melting pot. Numerous dance and music groups, artists, thousands of tourists and, of course, the famous yellow cabs make up a unique atmosphere. And of course, there's the New York Police Department officers everywhere.

I returned to the hotel and, after less than 2.5 hours of sleep, I woke up for the sunrise. I went to the neighbouring state of New Jersey to admire the sunrise over Manhattan from there (a location I found even before flying to New York). I was not disappointed! It was magical!

The colours of the sky over the city were extraordinary. Jersey City itself looked abandoned at that time – I met maybe ten people in about 1.5 hours, and after walking along the water for some time, I returned to New York by train that runs under the river. The next point in the itinerary was a quick coffee with breakfast and Ground Zero – the place where the terrorist attacks on World Trade Centre took place on 11 September

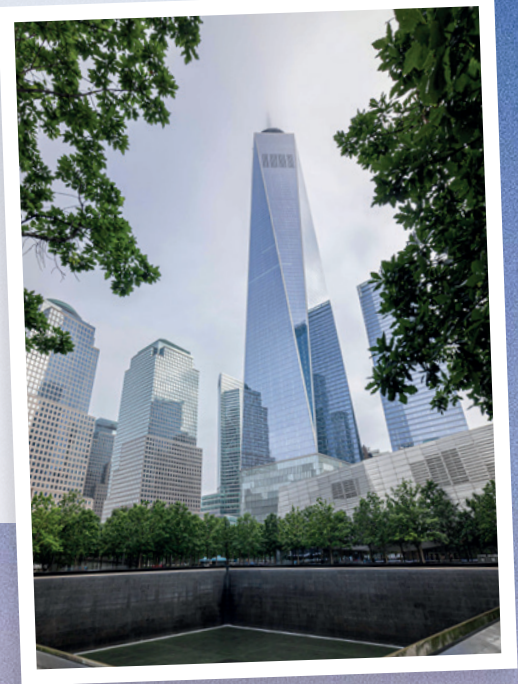
2001. This place made a huge impression on me. The legacy left by the two collapsed twin towers is enormous. Only when you are there, can you imagine what most of us saw on TV that day, but in a completely different way. Looking high up at the sky, imagining the moment the planes hit the towers... it sends shivers through your whole body. The place is extremely nostalgic, and the monument built on the spot there is absolutely unique as the flowing water symbolises the transience of life.

The next point on the map is, of course, the famous Wall Street Bull and a walk through the streets of Downtown. The only issue along the way is actually the temperature, humidity and the basically absolute lack of wind. At that point I'd already forgotten all about my exhaustion and lack of sleep and started absorbing every inch of the city.

After a few hours it was time for some well-deserved rest. I took the subway to the hotel, although I must admit I had

to use a phone app to be able to get back to the hotel. The New York subway system consists of approx.. 470 stations and over 1,000 km of lines, so to make the return more efficient, I decided to make use of modern technology.

I didn't sleep long. It was time for lunch and another visit to Times Square! Even though crime lev-



el in New York is quite high, never for a moment did I feel unsafe. Avoiding little dark streets and people who looked strange to me, I felt safe at all times of the day and night, which – thanks to jet leg – at that point was slowly turning into a day for me.

After some more kilometres of walking around the city, I returned to the hotel for the night.

The next day, the plan was to explore the city more, starting straight from the morning – this time a visit to Central Park and the surrounding area, but the highlight of the day was going to a Broadway show! I went to no other show but the extraordinary “The Lion King”. It is one of the most famous musicals, which premiered in 1997 and whose uninterrupted success continues to this day. The combination of live music, choirs, sound effects, stage design, costumes and amazing skill of the actors makes it incredible. All this together creates extraordinary emotions that accompanied me throughout the entire performance.



I started the next day with a ferry cruise around Manhattan. This 2.5-hour cruise gives you a completely different point of view of the city. You go through different city districts while the guide tells the history of each of them. This is a very good way to not only get closer to the Statue of Liberty, but also observe the significant differences between the individual districts of this city of nearly 19 million people (metropolitan area).

I spent the evening in Brooklyn. Crossing the Brooklyn Bridge is also something one needs to experience when in New York. The way it was made and the history of its creation are both very interesting. But it is the view from Brooklyn Bridge Park, where I spent the afternoon and evening waiting for the sunset, that is most beautiful. It all looks amazing.

Although I visited many more places there, it would be difficult to describe them all in our newsletter. New York is a city unlike any other metropolitan area in the world. I've been to Tokyo,

Jakarta, Delhi, Guangzhou, Mumbai, Manila, Shanghai and many other large cities. Nowhere else in the world have I experienced an atmosphere like that of New York.

This city feels like it never sleeps, only its lighting changes from day to night.

Is NYC worth visiting? Definitely. And probably the best proof of that is the fact that I will be happy to visit the city again the next chance I get. You can immerse yourself in it for many days and do something completely different every day.

Maciej Trubisz
Editorial Team



The *Autumn* relax

Prosperity in professional and personal life – who wouldn't want to achieve it? While professing the belief that only hard work leads to success, we often forget that our body and soul need regeneration.

If at some point your productivity levels drop, you have to force yourself to do anything, relationships with loved ones leave much to be desired, the body stops functioning properly, it's a sign that it's high time to stop. In extreme conditions of neglect the above-listed symptoms of decreased quality of life occur all at once. Still, do not ignore them if they appear one at a time. Take care of your comfort of being and proper work-life balance, and this will increase the quality of the projects and tasks you carry out. Any energy debt that you incur by overusing your body will have to be repaid with high interest.

How to free yourself from believing you have no time for that and gain motivation to rest? The story of Stachura's Siekierzada might hold the answer.

A woodcutter working hard in the forest has a lot of orders and so chops wood constantly. At first everything goes great. Day by day, however, the axe is getting duller and duller. The woodcutter simply says he doesn't have time to stop and sharpen it. He follows the same pattern every day. The more worn-out the tool gets, the slower and slower the work goes. Orders aren't realised within deadlines or aren't realised at all. The woodcutter loses his job, and at some point the tool gets completely dull and has to be thrown away. All his efforts were in vain. Rest, i.e. sharpening of the axe, is necessary for you to be able to take new orders and continue working, but also create and shape relationships with others. You need to have a moment, even a short one, to sharpen the axe, i.e. restart and regenerate.

Relaxation is the best investment you can make in your well-being. Stop for a moment to ponder, look at the everyday hustle and bustle from afar. Distance will help you take a fresh look at your values and set priorities, so that you can live in harmony with yourself and be able to give meaning to what you do again. The method of regaining balance will be right for you when it restores balance in all spheres of your life – the body, emotions and spirit. There are many forms that influence human well-being. All you have to do is choose and adapt them to your needs.

Sleep – the basic, most obvious way of regeneration. The optimal amount is 7-8 hours a day, the minimum time is 6 hours. Lack of or too much sleep can have a very negative impact on your body.

No interaction with the smartphone – we all should answer the question whether we are able to perceive, feel and taste reality without the constant scrolling. The so-called sensory rest – that is, being with yourself and your surroundings. Experiencing reality without

the media that surrounds us. Interpersonal relationships – it is not without reason that in ancient times it was assumed that man is a social being. The comfort of living in harmony with our surroundings and socialising are one of the basic human needs.

Appropriate diet, supplementation – we are a living organism that needs specific nutritional values to function properly.

Exercise – regular physical exercise adapted to your lifestyle and professional life. It shapes performance and has a preventive effect, increasing the level of energy and endurance.

Intellectual activities – learning, creating something new to you, reading an engaging book, relaxation exercises. Our brain develops when you do new, attention-drawing activities.

Discover what works for you, what relaxes you. Find time for your own subjective, individual form of relaxation and learn to enjoy it. Sometimes a short autumn walk can be a cure to unfinished

business, complicated relationships and unfinished projects.

Do not underestimate rest. Start getting more satisfaction from everything you do.

Beata Krok

Specjalista w Dziale Organizacji

